



AUTRONICA FIRE AND SECURITY

Environmental, Social & Governance Report

2026



A MESSAGE FROM
MANAGING DIRECTOR,
AUTRONICA



At Autronica, we are committed to creating value while protecting what matters – our people, our communities, and the environment. We continuously improve the way we operate to ensure every person is safe and empowered to design, source, produce, market, and deliver our products and services in a secure, environmentally conscious, and socially responsible manner.

This report demonstrates our commitment and alignment to the Transparency Act, as well as our work with basic human rights and decent working conditions.

Sindre Utne
Managing Director

	Autronica 2050 ESG Goals	Autronica 2025 Performance highlights
	Achieve carbon neutral operations.	We continued to reduce operational emissions in 2025. Electricity-related emissions at our factory and headquarters fell to 12.5 tCO2e (target: <15), supported by a full LED lighting upgrade and a more efficient HVAC system using environmentally friendly refrigerants.
		Emissions from our service car fleet fell to 343 tCO2e (target: <431) – down more than 20% from 447 tCO2e in 2024 – as we continued transitioning the fleet to electric vehicles. For 2026 we are targeting <384 tCO2e (car fleet) and <14.9 tCO2e (factory electricity) and will begin collecting Scope 3 data.
	Achieve water neutrality in our operations.	We maintained water neutrality in our manufacturing operations. Autronica's factory uses no water in production; all water usage (1,175 m³ in 2025) relates to hygiene, food and beverage.
		Autronica maintained zero waste to landfill and a recycled-waste performance of 100% in 2025 (target: →99%). In addition, we achieved a waste sorting rate of 79.5%. We are also a control member of Grønt Punkt Norge, supporting compliant, circular management of our packaging waste.
	Maintain world-class safety metrics.	Total Recordable Incident Rate (TRIR): 0.00 (target 0.00). Lost Days Incident Rate (LDIR): 0.00 (target 0.00). 2025 marks our third zero-incident year in the last five.
	Exceed benchmark employee engagement.	Most recent pulse survey (February 2024): engagement score 72 (vs. benchmark 74), +13 points vs. February 2023, 60% participation. An updated survey is planned ahead of the 2027 report. In addition to this local pulse survey, annual employee engagement surveys have also been conducted through our parent company/owners.
	Promote sustainability through partnerships programs.	To comply with the Transparency Act, Autronica performed due diligence on all 900+ suppliers, addressing enterprise, country, sector and product risk. We recertified ISO 45001, ISO 14001 and ISO 9001 in 2025 (valid to June 2028, reconfirmed with zero non-conformities at our June 2026 NEMKO audit), and completed our first EcoVadis assessment in February 2026, achieving a Committed rating (62/100). See External Recognition, page 20.

ABOUT AUTRONICA

OUR HISTORY & BUSINESS

OUR HISTORY

In the late 1950s, a radio repairer, an electronics engineer, and two radar technicians founded Autronica A/S in Trondheim on 9 September 1957. From a loft beside the Nidelva river, they began developing flashing lights, photocell switches, fire alarms, power supplies and temperature monitoring systems — and went on to develop the world's first addressable fire alarm.

We are proud to be a solid part of Norway's industrial history, and that entrepreneurial spirit lives on: each day we strive to go a little further in creating the safest, most reliable technology in the world.



Safety on land
There are many differences between a factory floor and a church spire.
But for us those are only two sides of the same issue.



Safety at sea
Everyone needs to sleep safely at night.
Especially those who haven't seen shore for days.



Safety in the petrochemical, oil and gas market
Petrochemical, oil and gas installations around the world are becoming a safer place to work.
We are bold enough to take some of the credit.

Land · Maritime · Energy — fire and gas safety across every market we serve.

OUR BUSINESS

Autronica Fire and Security prevents the loss of lives, injuries or damage caused by fire and gas — meeting customer needs in fire detection, alarms and fire extinguishing across the land, maritime and energy markets, worldwide.

OUR VISION
Zero loss of lives — no injuries or damages caused by fire and gas.

OUR VALUES

- **RESPECT** — We treat others the way we want to be treated.
- **INTEGRITY** — We put honesty, accountability and ethics first.
- **INCLUSION** — We create an environment where everyone feels included.
- **INNOVATION** — We constantly seek to develop, improve and sustain.
- **EXCELLENCE** — We deliver with urgency and flawless execution.

OVERVIEW

Development and production both take place at our head office in Trondheim — in contrast to most other fire alarm manufacturers, we handle all development and production in Norway. We have ~ 500 employees worldwide, with marketing, sales and service delivered through our own offices in Norway and distributors abroad.

ABOUT AUTRONICA

MADE IN NORWAY

Autronica is approved to use the Made in Norway origin mark — recognition that reflects our commitment to Norwegian manufacturing, sustainability and responsible business practice. It builds directly on what already sets us apart: unlike most fire-alarm manufacturers, Autronica carries out all development and production at our head office in Trondheim.



WHAT IS MADE IN NORWAY?

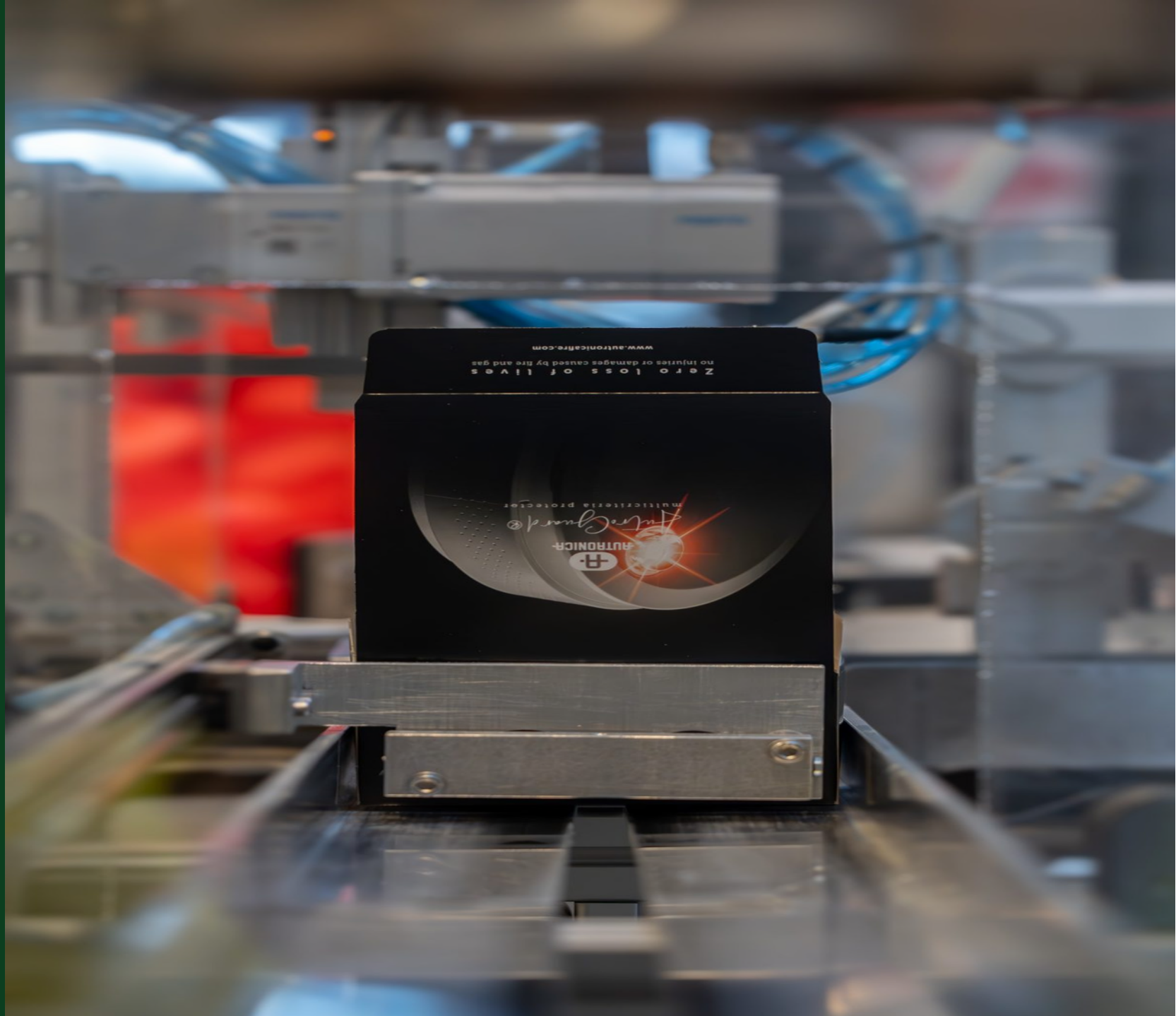
- An official and protected origin mark for marketing Norwegian products and solutions
- An approved trademark in key markets including the EU, USA, Japan and Australia, with new nations added on an ongoing basis
- Administered by Innovasjon Norge (Innovation Norway)
- One of several measures under the Norwegian government's export reform "Hele Norge eksporterer" ("All of Norway Exports"), launched in 2024
- Developed in close collaboration with academia, industry, and private and public organizations

CRITERIA FOR USE

- A significant share of production must take place in Norway
- Contribute to at least one of the UN Sustainable Development Goals
- No negative impact on the EU's six environmental objectives
- Meet requirements for accountability and responsible business conduct

01

VALUE, MATERIALITY AND STAKEHOLDERS



VALUE, MATERIALITY AND STAKEHOLDERS

HOW WE CREATE VALUE

PRODUCT SAFETY & QUALITY

We earn our customers' trust by delivering safe, high-quality products and services. Our Product Integrity Policy establishes governance and coordination across business units. We implement it by:

- Appointing a Product Safety Manager and best-practices team
- Appointing a Product Safety Officer for oversight and proactive measures
- Integrating risk management, assurance and promotion into our business
- Running a product-related incident review board
- Holding periodic best-practice sharing meetings

COMMUNITIES

Autronica is committed to making the world safer and more comfortable for generations to come. As we innovate to solve the planet's critical challenges, making a positive impact in our communities is core to our purpose.

OPERATIONAL EXCELLENCE

Autronica Excellence is our continuous-improvement framework — driving operational excellence, enhancing the customer experience, engaging employees to solve problems, and improving business performance. Its foundations are culture, competency and tools.



Enhancing the customer experience · driving shareholder value · delivering best-in-class performance · engaging employees · innovating sustainable solutions.



A CULTURE OF CARE

“Zero loss of lives” is not just a slogan on our office wall — it is the standard every product, process and person at Autronica is measured against, from the factory floor to the boardroom.

Autronica Excellence keeps us focused on delivering outstanding performance for our customers, our shareholders and our people — every single day.



02

SUSTAINABILITY

SUSTAINABILITY

INNOVATION FOR SUSTAINABILITY

Autronica works broadly with all of the UN's Sustainable Development Goals, but based on our areas of expertise, four goals are prioritized higher.



WE ARE COMMITTED TO

Decarbonization:

Developing solutions and technologies that reduce energy consumption and greenhouse gas emissions and preserve resources for future generations.

Research & Development:

Investing in R&D, uncovering insights and creating the newest technological innovations for more sustainable solutions.

Accountability & Transparency:

Establishing aggressive climate goals and disclosing our progress in line with industry-leading reporting frameworks.

Policy & Partnerships:

Partnering with industry-leading groups and international organizations to drive large-scale climate action.



03

ENVIRONMENT



ENVIRONMENT

ENVIRONMENT MANAGEMENT SYSTEM

Autronica's Environment Operating System and ongoing environmental initiatives help protect our environment and ensure compliance with applicable laws and regulations. Our operating system enables implementation of our EH&S Policy commitments through integrated planning, performance and measurement.

Our EH&S organization, governance and performance expectations are consistent with **ISO 14001** management system standards, and include:

- Management responsibility and board-level oversight for environmental issues
- Organizational structure integrating environmental management throughout the enterprise
- Compliance with environmental regulatory requirements
- A formalized environmental risk management system
- Data and document management, incl. performance measurement and metrics reporting
- Best-practice sharing of environmental topics and issues, and employee training



ISO 14001:2015 — recertified 2025, valid to June 2028.

Reconfirmed with zero non-conformities at our June 2026 NEMKO follow-up audit.

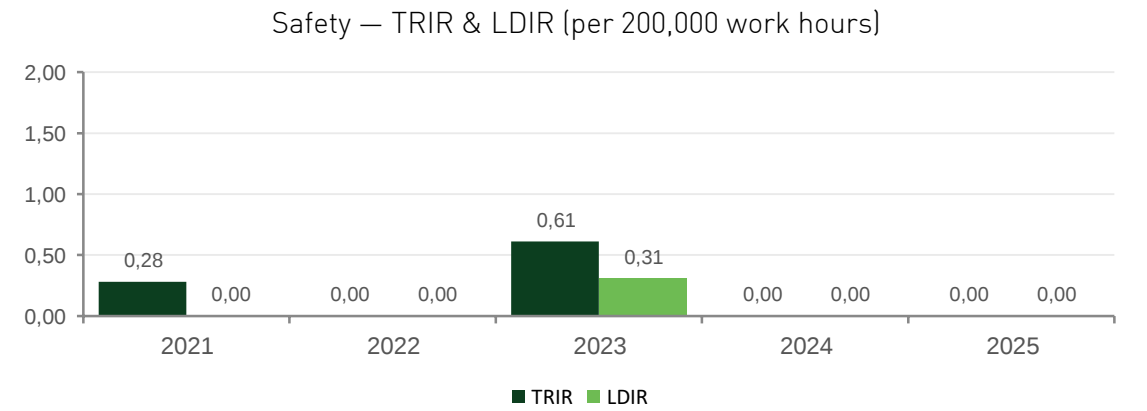
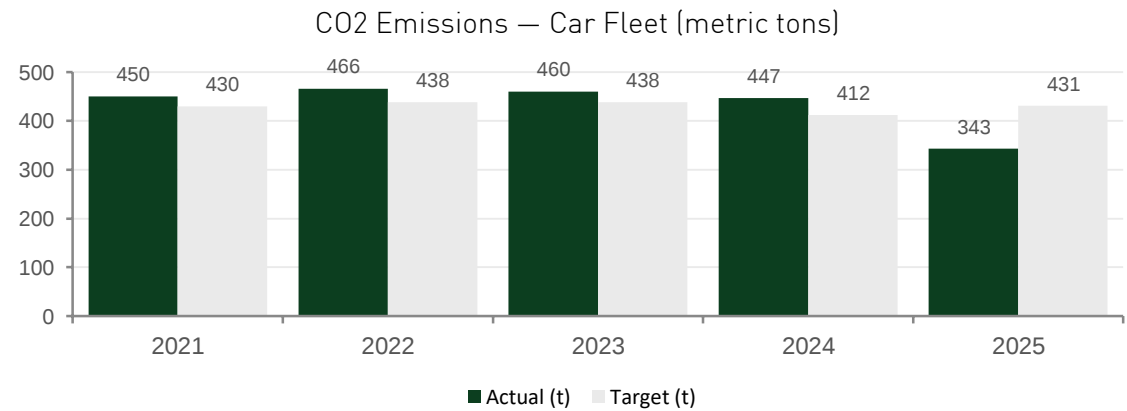


Driving industry-leading processes and practices that reduce our environmental footprint. Environmental program governance begins at the local site level and flows up to our Chairman & Chief Executive Officer and Board of Directors, who oversee performance against established targets and provide strategic direction as outlined in our EH&S Policy.

ENVIRONMENT

EHS PERFORMANCE — 5-YEAR TREND

TRIR (Total Recordable Incident Rate) and **LDIR** (Lost Days Incident Rate) are standard safety measures: the number of recordable injuries and lost-workday incidents per 200,000 hours worked (≈100 employees over a year). Lower is better — Autronica’s target for both is 0.00.



100%

Recycled waste

Target →99% — met every year since 2021

12.5 t

Factory electricity C02

Down from 13 t in 2024 (target ←15 t)

1,175 m³

Water usage

All hygiene, food & beverage — zero in production

0

Spills · violations · fatalities

Across all of 2025, group-wide

2026 targets: ←384 t car fleet C02 [≈11% further reduction] · ←14.9 t factory electricity C02 · →99% recycled waste · zero environmental incidents · zero hazardous air emissions.

ENVIRONMENT

2026 SUSTAINABILITY TARGETS

SERVICE & AFTERMARKET

AutroLife

A new era of service agreements. Autronica's holistic approach to customer support embodies our commitment to being there for our customers throughout their entire lifecycle.

AutroLife is more than a service agreement — it's a promise of comprehensive support, from research and development to installation, training and beyond. We're proud to offer a suite of services tailored to our customers' specific needs.

Reduce greenhouse gas emissions

Car fleet (Norway & Denmark): target ←384 tCO2e — a ~10.9% reduction from the 2025 target — as we continue transitioning to EVs. Factory & HQ electricity: target ←14.9 tCO2e; focus shifts to collecting Scope 3 data.

Maintain water neutrality

Our factory uses no water in production; all usage relates to hygiene, food and beverage. We remain mindful of the energy needed for water treatment and aim to minimize unnecessary use.

Air emissions

For air emissions performance, we believe we can sustain a target of zero hazardous emissions.

Recycle all industrial waste

Target: 0% to landfill and →99% recycled — as in 2025, when we reached 100%. We are a control member of Grønt Punkt Norge for compliant packaging-waste management.

Zero environmental incidents

For environmental performance we believe we can sustain a target of zero incidents and events.

Fleet & people programs

40% of the Norway and Denmark service car fleets electric by end of Q4 2026; ergonomics training for relevant employees; evacuation-drill training with our landlord.

Autronica creates backwards-compatible solutions and products, so we can keep systems in operation for decades and keep total lifetime costs to a minimum for customers and end users.



04

SOCIAL



SOCIAL

OUR PEOPLE AND CULTURE

Our employees are the heart of Autronica Fire and Security — united by The Autronica Way purpose, values and culture. Ours is a company of innovators, problem-solvers and, quite simply, remarkable people.

- **Culture and Engagement**

The Autronica Way is at the center of everything we do, and how we engage and focus all our employees toward one purpose.

- **Employer of Choice**

We strive to provide a great place to work that attracts, develops and retains the best talent, and fosters teamwork and innovation. We believe diversity and inclusion are the engine of growth.

- **Development & Progression**

We invest in our employees and challenge them so their careers can progress. Each year we conduct our Leadership Development Review, discussing talent and succession plans for key positions.

- **Performance Management**

Our program emphasizes candid discussion between supervisors and employees on goals, feedback and development — substance over form, and less on ratings and documentation.



DIVERSITY & INCLUSION

Our greatest strength is the diversity of our people and their ideas. We foster an inclusive culture that drives engagement, retention, teamwork and innovation.

Drive Inclusion. Through Employee Resource Groups, fireside chats and unconscious-bias training. Zero tolerance for discrimination, with anonymous reporting channels.

Lean Forward. We celebrate our diversity and communicate transparently about our progress toward a truly inclusive workforce.

SOCIAL

HEALTH & SAFETY MANAGEMENT SYSTEM

Autronica's Health & Safety Operating System and ongoing initiatives help protect our people and stakeholders and ensure compliance with applicable laws and regulations. Our operating system enables implementation of our EH&S Policy commitments through integrated planning, performance and measurement.

Our EH&S organization, governance and performance expectations are consistent with **ISO 45001** management system standards, and include:

- Management responsibility and board-level oversight for employees' Health & Safety
- Organizational structure integrating Health & Safety management throughout the enterprise
- Compliance with Health & Safety regulatory requirements
- A formalized Health & Safety risk management system
- Data and document management, incl. performance measurement and metrics reporting
- Best-practice sharing of Health & Safety topics and issues, and employee training



ISO 45001:2023 — recertified 2025, valid to June 2028.

Reconfirmed with zero non-conformities at our June 2026 NEMKO follow-up audit.



Driving industry-leading processes and practices that support Health & Safety. Program governance begins at the local site level and flows up to our Chairman & Chief Executive Officer and Board of Directors, who oversee performance against established targets and provide strategic direction as outlined in our EH&S Policy.

SOCIAL

WORKPLACE HEALTH & SAFETY

Workplace health and safety is a fundamental indicator of sustainable performance. Our approach is built on three principles:

- Health and safety is a responsibility shared by all employees, from senior leaders to workers on the manufacturing floor and remote job sites
- Workplace safety requires continuous discipline and focus
- Leading indicators help focus attention on where risks and injuries can emerge, helping us eliminate hazards, including exposure to harmful chemicals

Our health and safety policies and programs reflect our corporate commitment through:

- Deliberate actions to provide employees and contractors a workplace free from injury and illness
- Leadership allocation of resources to support our EH&S Management System
- Fostering active participation and engagement of all employees
- Stimulating a culture of hazard awareness and prevention that drives to zero incidents
- Governing operations to perform above and beyond compliance with all applicable laws and permits globally
- Ensuring the mitigation of EH&S impacts in all business decisions

OUR FACILITIES

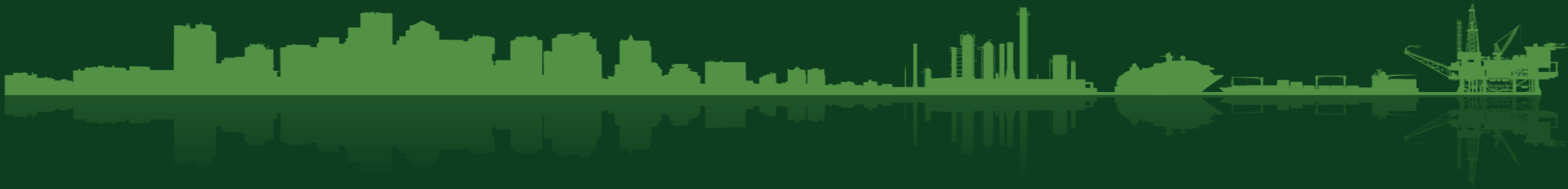
In each of our locations, we lead with policies, processes and practices intended to create safe and sustainable environments for our entire workforce.



Autronica's head office and factory, Trondheim, Norway.

05

GOVERNANCE



GOVERNANCE

GOVERNANCE AND TRANSPARENCY

We are committed to strong corporate governance practices that maintain high standards of oversight, accountability, integrity and ethics, while promoting long-term growth in shareowner value — reflected in our Code of Ethics, Governance Guidelines, Enterprise Risk Management processes, and our commitment to transparent financial reporting.

Governance Frameworks

Our corporate governance provides the framework for a culture of integrity and ethical behavior everywhere we do business. Our Board of Directors, Executive Leadership Team and policies guide our actions and govern relationships with employees, customers and communities.

Ethics & Compliance

What we do is critical and how we act matters. Our Code of Ethics focuses on the values that form our culture: respect, integrity, inclusion, innovation and excellence. We expect employees and partners to always act consistently with it — aspiring to do right even when the law permits otherwise.

Anti-Corruption & Fair Competition

Through our Enterprise Risk Management program, all operating units identify, assess and mitigate risks, including corruption. Allegations are promptly investigated and, if verified, reported to senior leadership and, where appropriate, the Audit Committee of the Board.

Labor & Human Rights

We ensure safe, healthy working conditions; never use child or forced labor; prohibit discrimination on any unlawful basis; deliver fair compensation and benefits; recognize freedom of association; and set expectations for suppliers through our Supplier Code of Conduct.

GOVERNANCE

OUR SUPPLIERS & CYBERSECURITY

OUR SUPPLIERS

Our suppliers are critical to our success. We require them to meet our ethical and sustainability expectations set out in our Supplier Code of Conduct, and to flow its principles down to their own supply base.

To comply with the Transparency Act (LOV-2021-06-18-99), Autronica performs due diligence on all 700+ suppliers, addressing enterprise, country, sector and product risk. No actual adverse impacts or significant risks have been identified; risk-reduction measures will be implemented if uncovered.

Sustainable Procurement — 41/100 (EcoVadis, Feb 2026).

Identified as our clearest area for improvement — a focus for 2026, alongside our Supplier Code of Conduct and due-diligence program.

CONFLICT MINERALS

Our Conflict Minerals Policy sets out our preference to source tantalum, tin, tungsten and gold from smelters or refiners validated as conflict-free by an independent third party. We support industry-wide initiatives such as the Responsible Minerals Initiative (RMI), and require suppliers to comply with all applicable laws, including Dodd-Frank conflict-minerals requirements.

SUPPLIER DIVERSITY

A key to our success has been our relationships with high-quality, diverse suppliers. Our Supplier Diversity Program helps us build and maintain relationships across more than a dozen diverse categories, creating value for our company and our communities.

CYBERSECURITY & DATA PROTECTION

Respecting Data Privacy: we operate a comprehensive data-privacy compliance program — following applicable laws, completing privacy impact assessments, performing annual self-assessments, and adopting Binding Corporate Rules approved by European regulators.

Strengthening Cybersecurity: our Cybersecurity team advances a cyberdefense strategy to detect, mitigate and respond to evolving threats, with regular third-party assessments of both our defenses and our product security. The Audit Committee of the Board reviews our privacy and cybersecurity programs regularly.

GOVERNANCE

EXTERNAL RECOGNITION & CERTIFICATIONS



EcoVadis Sustainability Rating — Committed

In February 2026, Autronica completed its first EcoVadis sustainability assessment, achieving an overall score of 62/100 (62nd percentile) and a Committed rating.

This is our baseline assessment — we look forward to reporting progress across each category in future ESG reports.

Overall score 62/100



Valid Feb 2026 – Feb 2027 · Source: EcoVadis Sustainability Scorecard.



ISO 9001 · 14001 · 45001

Recertified 2025, valid to June 2028. Zero non-conformities at our June 2026 NEMKO audit.



Grønt Punkt Norge

Grønt Punkt Norge

Autronica is a control member, supporting compliant, circular management of our packaging waste under Norway’s extended producer responsibility scheme.



Achilles Sustainability Rating — 5 Stars

Autronica is registered in StartBANK, Norway’s supplier qualification register operated by Achilles, and holds a five-star Sustainability Rating with a score of 87/100 (Environment 74 · Social 98 · Governance 83 · Finance 92).

Valid to 29 October 2026 · Source: Achilles Sustainability Certificate.



Guarantee of Origin — electricity

100% fossil-free electricity (hydro & nuclear, European origin), certified for 2025 and 2026 by Eneas Services AS / VENI Energy Group.



REFERENCES

- Autronica homepage — autronicagroup.com
- Transparency Act requirements (åpenhetsloven)
- EcoVadis — ecovadis.com
- Grønt Punkt Norge — grontpunkt.no
- Achilles / StartBANK — achilles.com / startbank.no